

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Tuesday, October 15, 2019 at the hour of 9:00 A.M. at 1950 W. Polk Street, in Conference Room 5301, Chicago, Illinois.

I. Attendance/Call to Order

Acting Chair Thomas called the meeting to order. A quorum was not present, so the Committee members received information; no action was taken at the meeting.

Present: Acting Chair Sidney A. Thomas, MSW and Director Mary Driscoll, RN, MPH (2)

Absent: Chair Mary B. Richardson-Lowry and Directors Heather M. Prendergast, MD, MS, MPH (2)

Additional attendees and/or presenters were:

Jeff McCutchan –General Counsel
Barbara Pryor –Chief Human Resources Officer

Deborah Santana – Secretary to the Board
John Jay Shannon, MD – Chief Executive Officer

The next meeting of the Committee will be held on Tuesday, December 10, 2019 at 9:00 A.M.

II. Public Speakers

Acting Chair Thomas asked the Secretary to call upon the registered public speakers.

The Secretary responded that there were none present.

III. Action Items

A. Minutes of the Human Resources Committee Meeting of August 20, 2019

B. Any items listed under Sections III and VI

IV. Report from Chief Human Resources Officer (Attachment #1)

Barbara Pryor, Chief Human Resources Officer, reviewed her report, which included information on the following subjects:

- CCH Nurse Hiring Fair
- CCH Internship Program Highlights
- Navy Medicine's Hospital Corpsman Trauma Program
- Metrics:
 - HR Activity Report through 9/30/19
 - Separations by Classification through 9/30/19
 - Open Vacancies
 - Hiring Snapshot through 9/30/19
 - Appendix – Nursing and Finance Hiring Snapshot through 9/30/19
- Update - Impact 2020 : Develop Cultural Competency of Workforce

V. Closed Meeting Items

- A. Report from Chief Human Resources Officer**
- B. Discussion of personnel matters**
- C. Update on labor negotiations**
- D. Discussion of litigation matters**

The Committee did not recess into a closed meeting.

VI. Adjourn

As the agenda was exhausted, Acting Chair Thomas declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXX
Sidney A. Thomas, MSW, Acting Chair

Attest:

XXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Requests/Follow-up:

There were no requests for follow-up made at the meeting.

Cook County Health and Hospitals System
Human Resources Committee Meeting
October 15, 2019

ATTACHMENT #1



Human Resources Metrics

CCH HR Committee

Barbara Pryor

Chief Human Resources Officer

October 15, 2019



COOK COUNTY
HEALTH

Cook County Health

Nurse Hiring Fair Update



COOK COUNTY
HEALTH

Cook County Health Nurse Hiring Fair

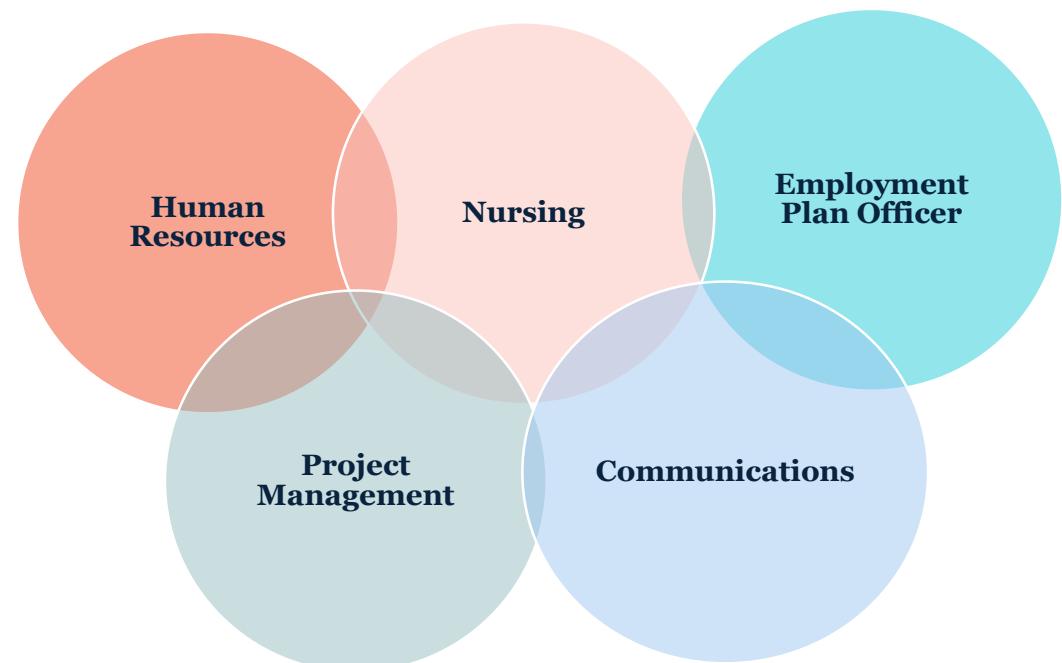
**WE'RE
HIRING!**

Objective

- Recruit Talent to fill vacant Main Operating Room vacancies
- Establish Prototype for future Hiring Fairs

Focus

- Targeted access to a large Talent pool of candidates
- Concentrated effort to fill hard to fill positions
- Cost effective approach to interview multiple candidates at one time
- Reduce time to hire, interview and extend offers of employment



Cook County Health Nursing Hiring Fair



NURSING HIRING FAIR

We are hiring **STAFF NURSES** in the following area:

- MAIN OPERATING ROOM

* Experience preferred

Please join us to learn more about these opportunities at Cook County Health!

During the fair we will share more information on CCH benefits as well as how to submit your applications for employment.

If you have questions, please call the Recruitment line at **312-864-0430**.

cookcountyhealth.org

THURSDAY **5**
SEPTEMBER 2019
10:00am-2:30pm

John H. Stroger, Jr. Hospital of Cook County
1969 West Ogden Avenue
Chicago, IL 60612

PARKING
Candidates can park at the Cook County Juvenile Temporary Detention Center garage located at 1100 S. Hamilton for \$2.00, and may use the CCH Employee Shuttle service to the Main Hospital (entrance #2) free of charge. The shuttle runs every 15 – 20 minutes. When you arrive, please look for Nurse Fair signage and CCH staff wearing polo shirts to provide directions.

 COOK COUNTY
HEALTH

Overview

- Collaborative effort Lead by Employment Plan Office, Human Resources Nurse Recruitment Team & the Project Management Office Resources
- Tours of Stroger Campus provided to attendees
- CCH greeters stationed at various entry points throughout Stroger Campus
- Positive feedback during the Fair from the participants.

Results

- 121 Candidates were interviewed during fair
 - Forty (40) interviews scheduled in advance of the fair
 - Eighty-one (81) walk-in candidates
 - Eleven (11) offers of employment extended
 - 65 Candidates ranked for future consideration



Cook County Health Internship Program Highlights



COOK COUNTY
HEALTH

Cook County Health Internship Program

- Request for 2020 Cook County Health (CCH) Public Interest Fellow:
 - This are non-clinical positions
 - CCH management level submit Request for Fellow/Intern by Monday, October 21, 2019.
 - The Fellows will complete high – impact projects while working side-by-side with CCH management level executive to develop an understanding of:
 - CCH policies
 - Projects and operations
- December 1, 2019 partnering universities are awarded number of available CCH Fellowships:
- April 1, 2020 Fellows notified of placement to CCH departments
- The 2020 Fellow/Internship program will start late June/early July.
 - 6 (six) paid undergraduate and graduate students
 - One year (12 months) commitment
 - CCH exploring adding non-paid interns
 - Three (3) to four (4) months commitment
- The Internship Program is in compliance with the CCH Employment Plan

Public Interest Fellows – 6

One year Paid



1 Student

University of Chicago



5 Students

EXTERNSHIP – 7

6 weeks – 3 months Non-Paid



2 Students



2 Students



3 Students

Navy Medicine's Hospital Corpsman Trauma Program

The Trauma training program was developed to meet the U.S. Navy Surgeon General goal of achieving maximum life-saving capabilities through educational programs.



Navy Medicine Hospital Corpsman
Trauma Program

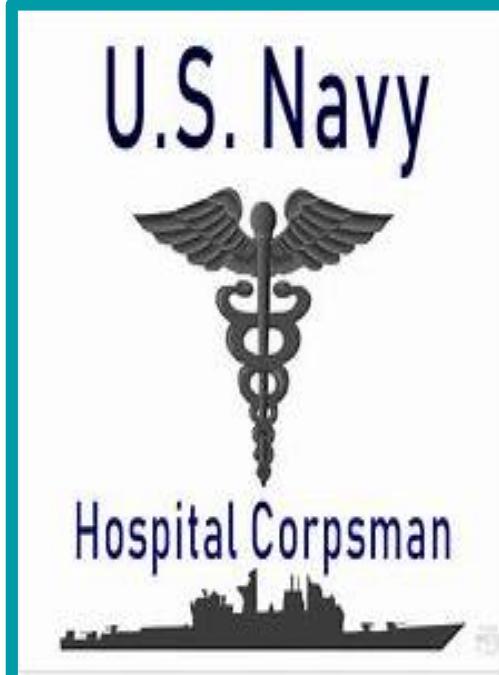
Graduation Ceremony

U.S. Senator Dick Durbin
U.S. Navy

Jim Cornelison, National Anthem
Friday, September 27, 2019 | 12:00 pm
Cook County Health Professional Building 1950 W Polk
Chicago, IL 60612 5th FL

The Hospital Corpsman Trauma Program is a partnership between Navy Medicine and Cook County Health:

- 16 U.S. Navy Hospital Corpsmen Graduates
- CCH Seven-week training program
 - John H. Stroger, Jr. Hospital's Trauma and Burn unit provides corpsmen with a unique learning environment.
 - Assist Trauma Surgeons in clinical and trauma environments.



Metrics



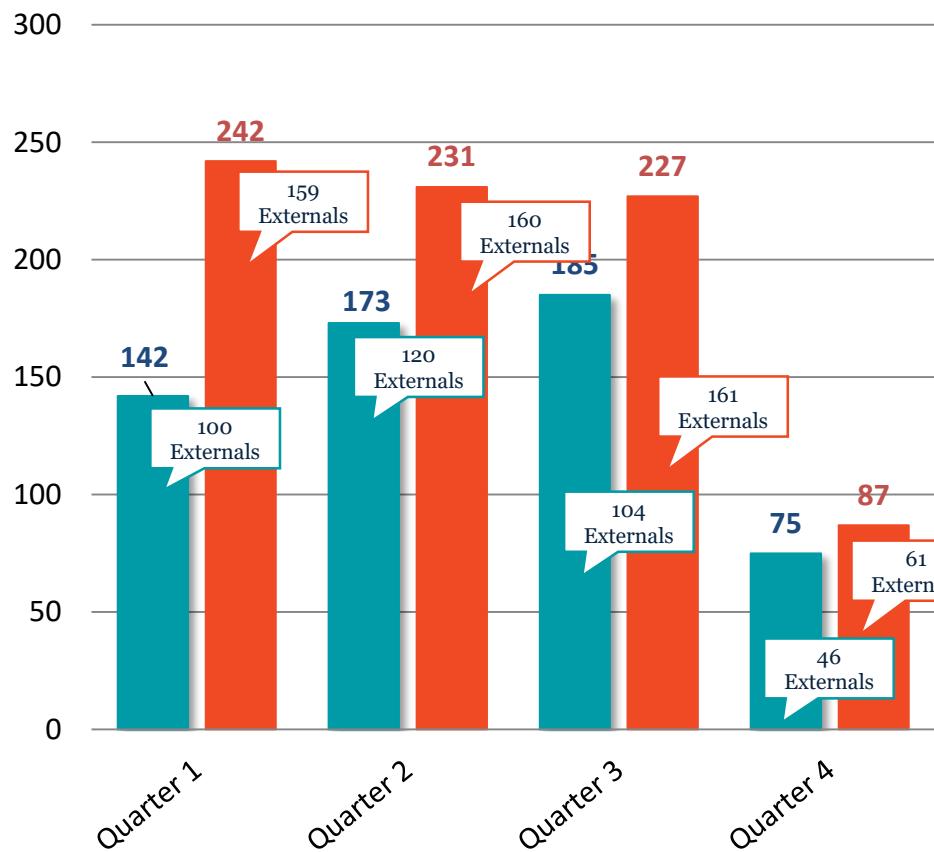
COOK COUNTY
HEALTH

CCH HR Activity Report

Thru 09/30/2019

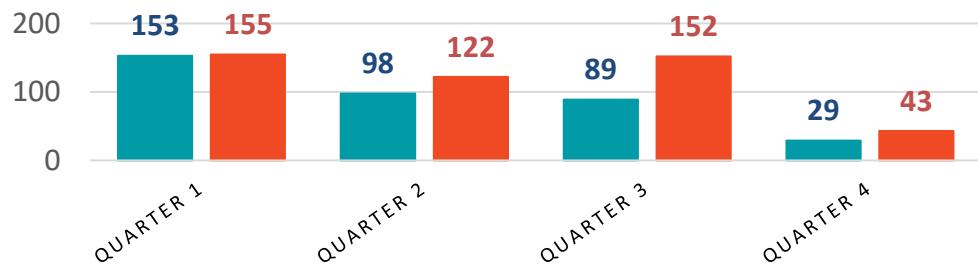
FILLED POSITIONS

■ 2018 Filled (575) | Externals (370)
 ■ 2019 Filled (787) | Externals (541)

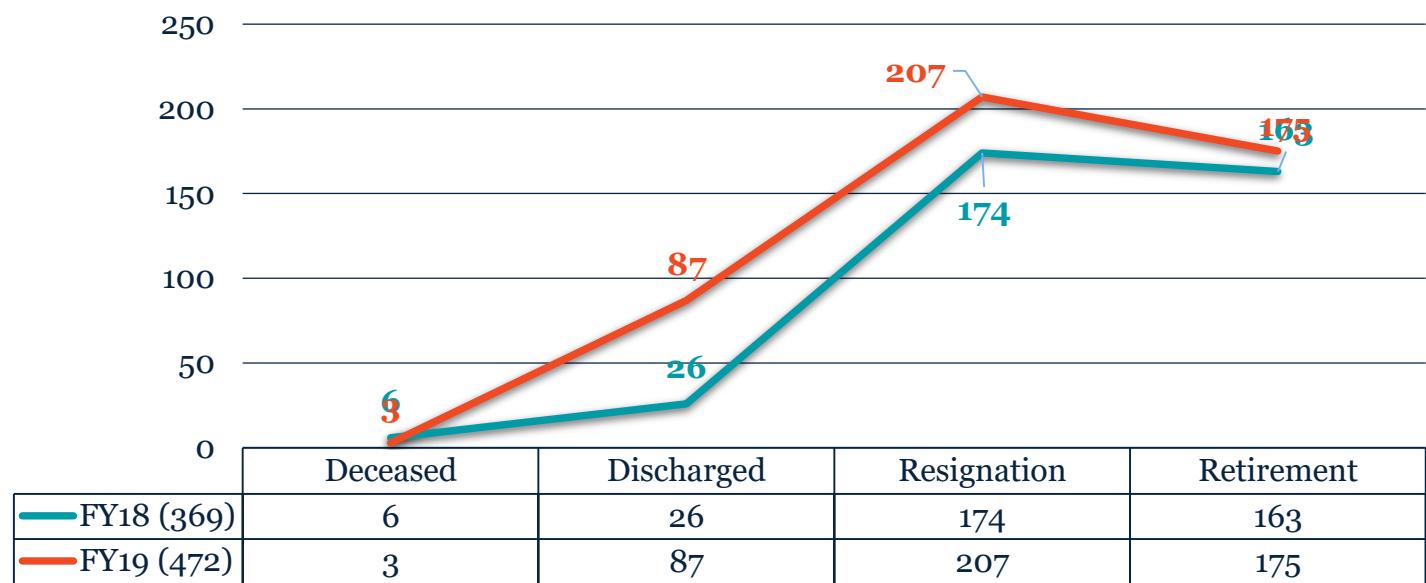


SEPARATIONS

■ 2018 Separations (369) ■ 2019 Separations (472)



NET NEW



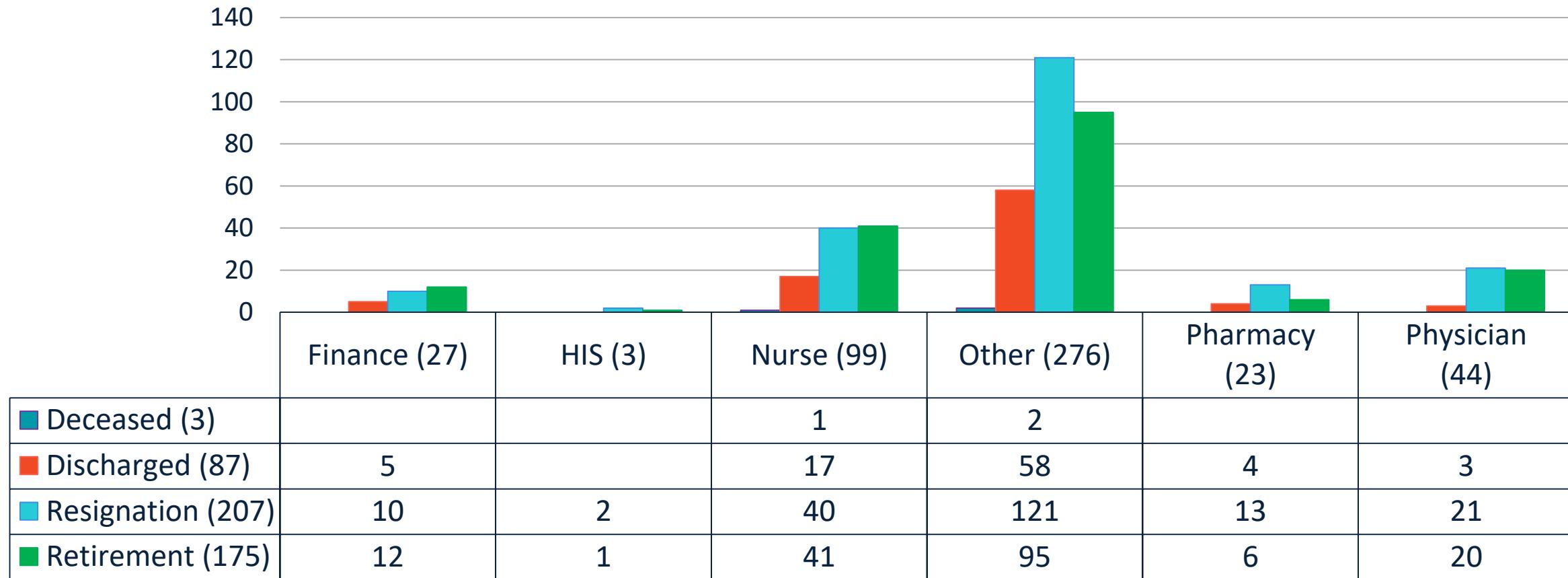
COOK COUNTY
HEALTH

Does not include Consultants, Registry and House Staff

CCH HR Activity Report

Thru 09/30/2019

SEPARATIONS BY CLASSIFICATION - 472

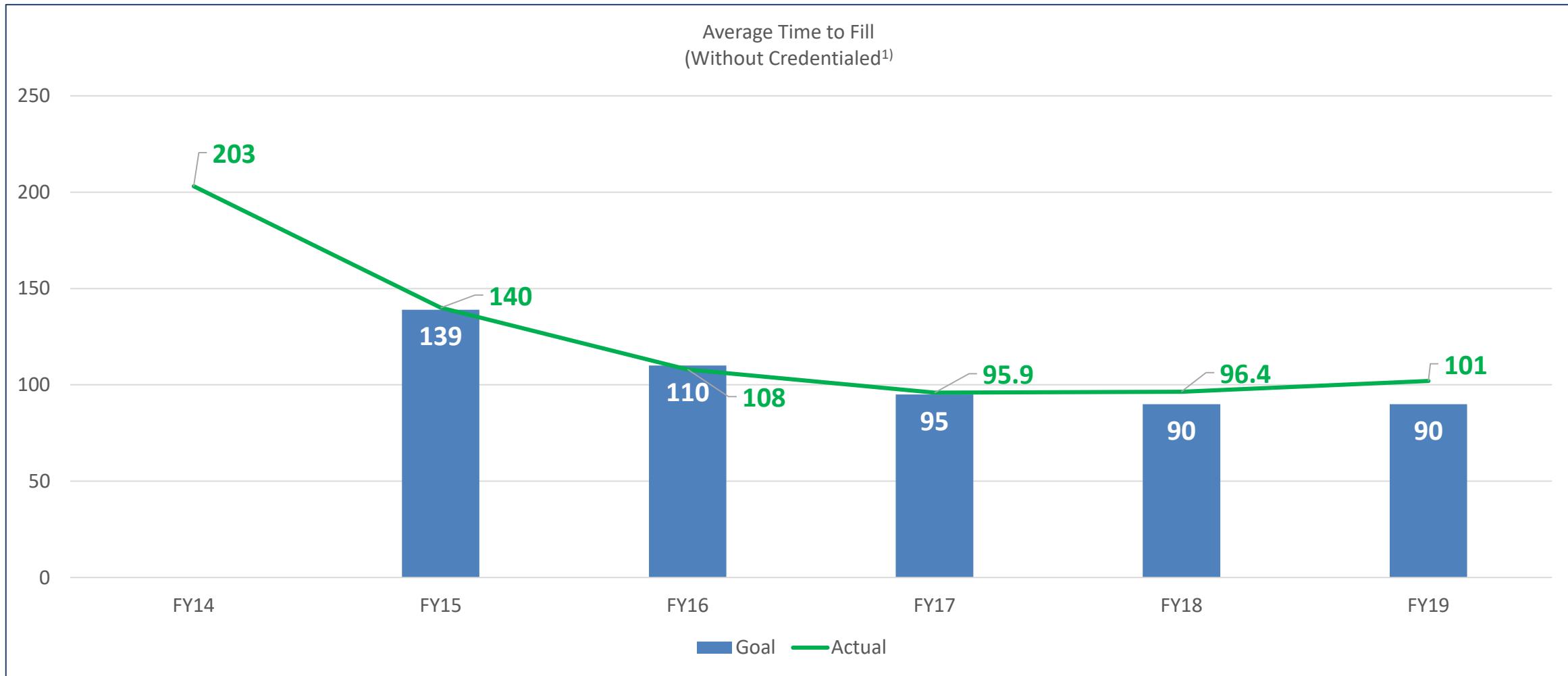


COOK COUNTY
HEALTH

Does not include Consultants, Registry and House Staff

CCH HR Activity Report – Open Vacancies

Improve/Reduce Average Time to Hire*

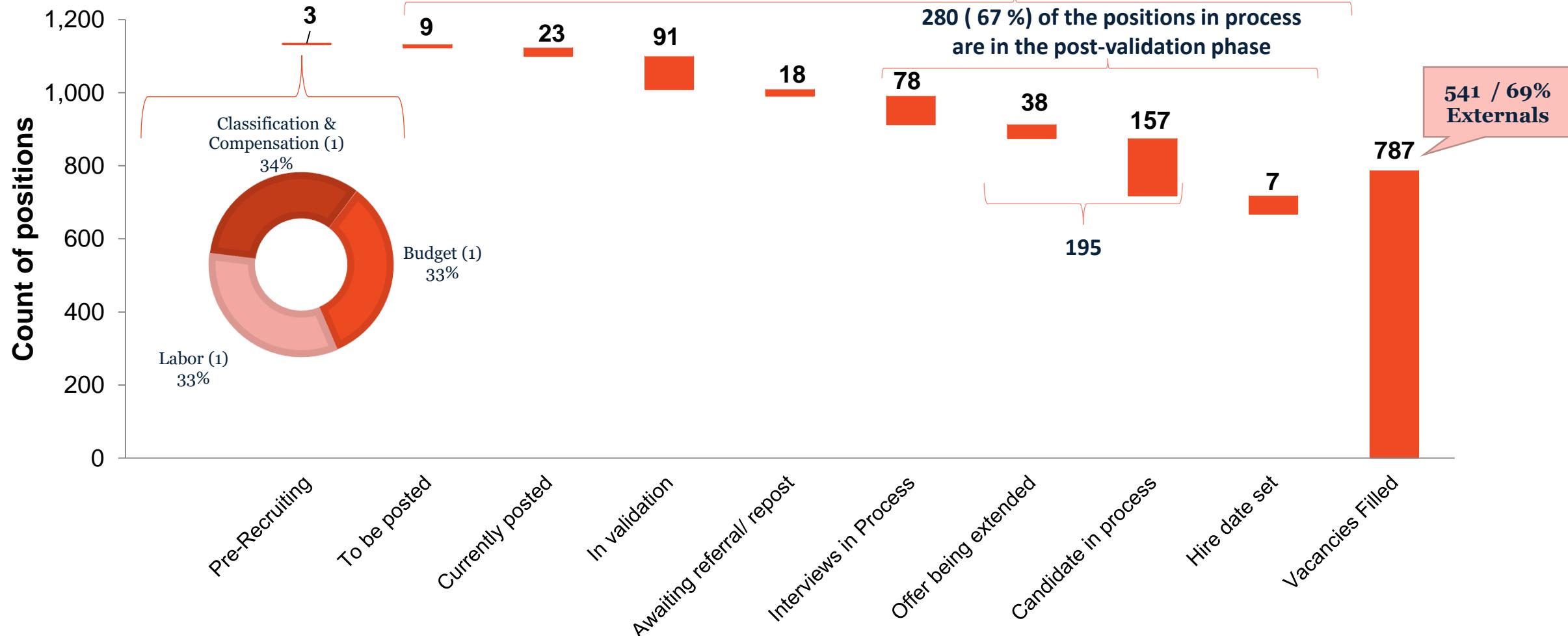


CCH HR Activity Report – Hiring Snapshot

Thru 09/30/2019

Clinical Positions – 297 / 71%
Non-Clinical Positions – 124 / 29%

421 Positions in Recruitment



Shared Responsibility

Human Resources

Management

Human Resources

Shared Responsibility



COOK COUNTY
HEALTH

Thank you.



COOK COUNTY
HEALTH

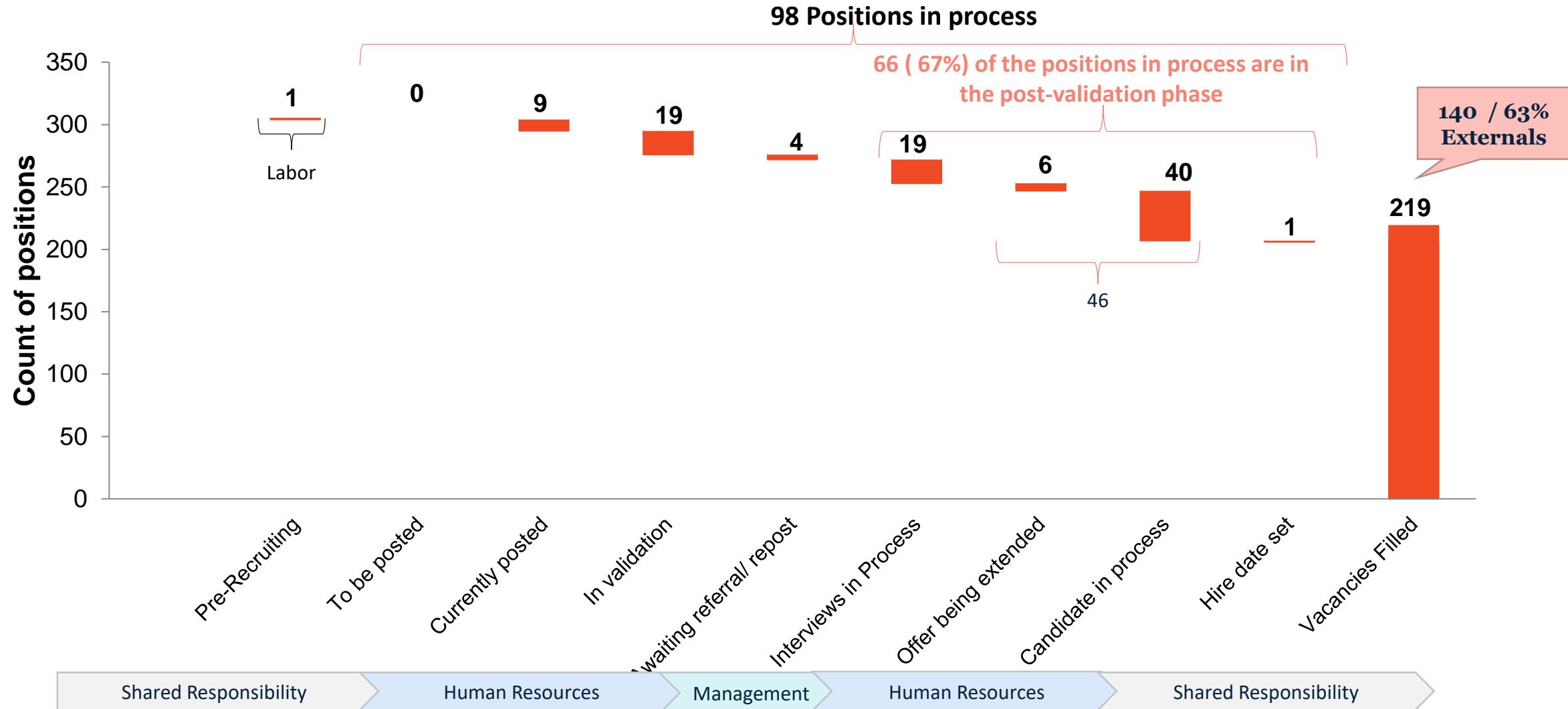
Appendix



COOK COUNTY
HEALTH

CCH HR Activity Report – Nursing Hiring Snapshot

Thru 09/30/2019

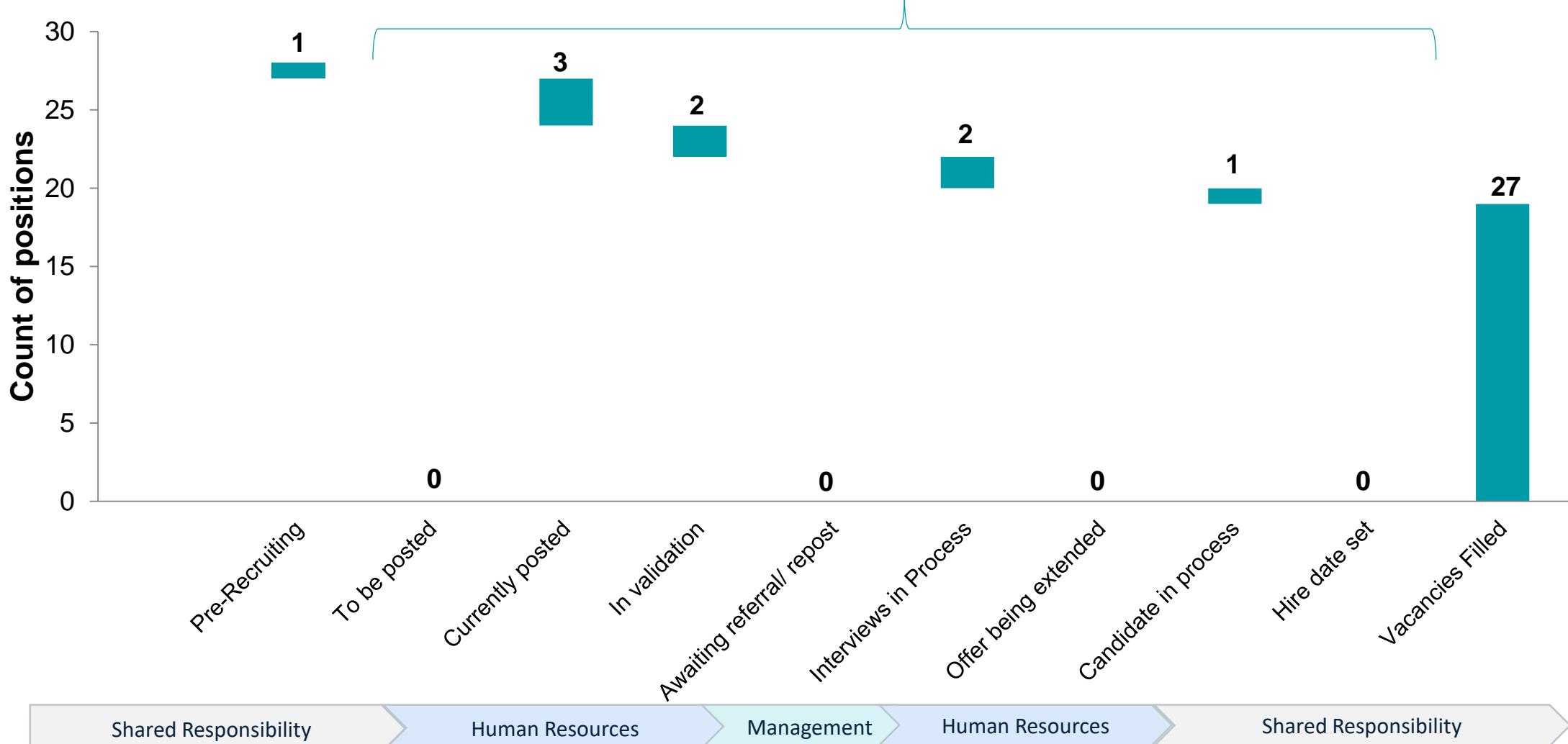


COOK COUNTY
HEALTH

CCH HR Activity Report – Finance Hiring Snapshot

Thru 09/30/2019

8 Positions in process





Impact 2020

Develop Cultural Competency of Workforce



COOK COUNTY
HEALTH

Impact 2020 – Develop Cultural Competency of Workforce

The Changing Landscape - Benchmark

- According to the US Census Bureau:
 - ❑ The minority population increased from 32.9% of U.S. residents in 2004 to 37.9% in 2014.
 - ❑ Chicago's minority population is 54.7%.
 - ❑ The percentage of minorities in America is projected to exceed 50% by 2056
- A 2015 study by the Centers for Disease Control and Prevention, found that 22% of adults in the US have some form of a disability.
 - ❑ The study also found Black (29%) and Hispanic (25.9%) adults were more likely to have a disability than were White (20.6%) adults (*CDC newsroom, 2015*).
- A 2016 U.S. Gallup Poll of the largest representative sample of LGBT Americans found that more than an estimated 10 million adults now identify as :GBT om the U.S. today, approximately 1.75 million more compared with 2012. This is an increase from 3.5% in 2012 to 4.1% in 2016. LGBT millennials rose from 5.8% in 2012 to 7.3% in 2016 (*Gates,2017*)>

Impact 2020 – Develop Cultural Competency of Workforce

- The Cook County Health Committee on Addressing Bias, Equity , and Cultural Competency has proposed the following definitions for Cultural Competence:

Cultural Competence

An ongoing willingness to acknowledge, identify, and **challenge one's own assumptions**, values, and beliefs to **build understanding** around the unique attributes that make up the various **demographics** of Cook County. This results in effective 2-way communication and **safe, open interactions** amongst community members and County workforce members.

Cultural Competency & Implicit Bias Training for Leaders

- CCH Organizational Development & Training Department hosted a **Pilot** training session.
- Learning Objectives:
 - Build awareness of implicit bias and its effects
 - Engage in cross-cultural communication and use preferred language
 - Discover and discuss strategies to mitigate implicit bias and improve cultural competence
 - CCH Leaders provide feedback about this high-value new course offering

Pilot Version



COOK COUNTY
HEALTH

THE
EXETER GROUP

Cultural Competence & Implicit Bias Training for Leaders

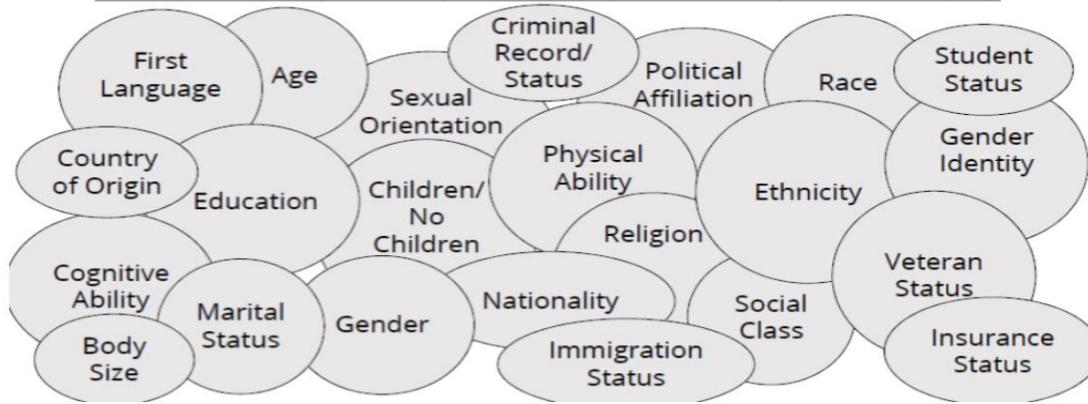
The Exeter Group

Wednesday, October 2, 2019

Cultural Competency & Implicit Bias Training for Leaders

- Topics covered:

Diversity Dimensions



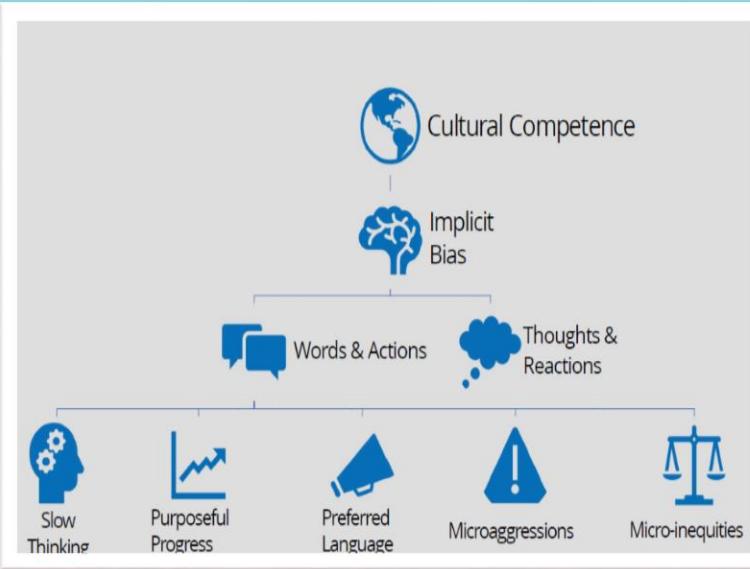
Health Equity

- The absence of avoidable and unfair health differences among groups of people
- Everyone has a fair opportunity to attain their full health potential and no one is disadvantaged from achieving this potential



Preferred Language

Recommended (Person-centered)	Not Recommended
<ul style="list-style-type: none">Person with a disabilityPerson who uses a wheelchair	<ul style="list-style-type: none">Disabled, HandicappedWheelchair-bound
<ul style="list-style-type: none">Sexual OrientationTransgender or CisgenderLGBTQ, Lesbian or Gay	<ul style="list-style-type: none">Sexual PreferenceTranssexual or TransgenderedHomosexual
<ul style="list-style-type: none">Person of colorBlack or African AmericanAsianHispanic or Latino/a/xWhite or CaucasianMulti-racial or InterracialUndocumented Immigrant	<ul style="list-style-type: none">Colored"The Blacks," "The Whites," etc.OrientalAssuming someone is Mexican or ColombianIllegal alien



Implicit Bias Defined

Biases are the intentional or unintentional beliefs based on stereotypes that cause someone to perceive traits or characteristics that may or may not be true, which enables the favorable or unfavorable treatment of said person or group.



Implicit biases are:

- Attitudes or stereotypes that unconsciously affect our understanding, actions, and decisions.
- Activated involuntarily and without our awareness or intentional control.

Closed Session



COOK COUNTY
HEALTH